

Snapshot on Younger Workers

158 respondents identified as younger workers, based on the following criteria: 29 years old was chosen as the benchmark for identifying younger workers because 29 is the cut-off for eligibility for Employment Ontario (EO) services geared towards youth (i.e., Youth Job Connection, Summer Company). Census Canada often includes anyone up to 34 as youth. However, for our analysis, we have not included the 30-34 age bracket, as the survey results from individuals in this demographic did not differ considerably from those who were 29 years old and under, and we have aligned our definition of youth with eligibility for EO youth services.

Key Findings Compared to Middle-Aged and Older Workers




- Most frequently reported holding more than one job
- Younger workers and middle-aged workers who do not currently have full-time work were more likely than older workers to report that they would prefer a full-time position
- Were the least likely to report that they have been looking for work for over a year
- Were the only age cohort to report "I was not given enough hours" as a top reason for quitting employment


YOUNGER WORKERS SURVEY RESPONDENTS

80% 
ARE EMPLOYED

20% 
ARE UNEMPLOYED

29% 
hold more than one job

58%
use their skills
75%+ OF THE TIME
in the workplace

17% 
have been
looking for
WORK FOR
OVER A YEAR

91% *feel it is* 
**EXTREMELY IMPORTANT/
SOMEWHAT IMPORTANT**
to use their skills in the workplace

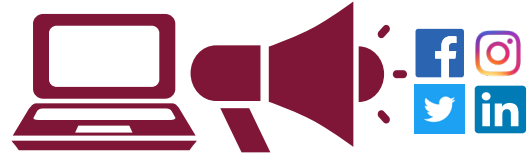
83%
would prefer
A FULL-TIME JOB

Top 3 JOB SEEKING METHODS

for respondents who are currently looking for work

YOUNGER WORKERS

- Online job boards
- Word of mouth
- Social Media



Top 3 MOST IMPORTANT THINGS

when looking for a job

YOUNGER WORKERS

- Pay or salary
- Hours of work
- Ability to use skills



Top 3 MOST IMPORTANT THINGS

when staying in a job

YOUNGER WORKERS

- Positive relationships with coworkers and supervisors
- Personal satisfaction
- Being treated with respect and dignity



Top 3 REASONS INDIVIDUALS QUIT

a job within the last year

YOUNGER WORKERS

- Not given enough hours
- Schedule was unpredictable
- Found a different job that paid more

